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ABSTRACT

The report analyzes data on Michigan special education professional personnel as they relate to such factors as age, educational attainment, teaching experience, certificate endorsement area, and supply. The report is divided into five sections: (1) instructional-ancillary personnel and student counts; (2) personnel attrition and retention rates; (3) certificate endorsements for school years 1980 through 1989; (4) instructional personnel approvals for 1980 through 1989; and (5) administrative-supervisory personnel and student count. (JDD)

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SPECIAL EDUCATION PERSONNEL IN MICHIGAN PUBLIC SCHOOLS 1980-89

Michigan State Board of Education
February 1990

EC 231137

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SPECIAL EDUCATION PROFESSIONAL PERSONNEL IN MICHIGAN SCHOOLS
1980 through 1989

Introduction

The Michigan Department of Education (MDE) has developed a number of personnel reports over the years. This compilation is a continuation of these previous reports that deal with characteristics that affect the supply and demand of special education professional personnel in Michigan public schools. In completing this report, some information from previous reports was used.

The report is divided into five sections with specific information addressed under each.

Section I: Instructional-Ancillary Personnel and Student Counts

- A. Staffing of special education instructional/ancillary personnel and comparison of staff with student counts.
- B. Instructional and ancillary personnel in 1988-89 distributed by age, by assignment, by educational attainment and by region.
- C. Personnel and student ratios for school year 1988-89.
- D. Instructional and ancillary personnel newly assigned in special education in 1988-89.
  1. Number of staff newly assigned who were newly graduated or with zero years of teaching experience.
  2. Number of staff newly assigned who had one or more years of teaching experience.

Section II: Personnel Attrition and Retention Rates

- A. Number of staff assigned in school years 1980-81 through 1987-88 still in special education assignments in 1988-89 and number of staff no longer in special education assignments.
- B. Cumulative attrition or retention rates for instructional and ancillary personnel, by certificate endorsement area, for school years 1980-81 through 1988-89.

Section III: Certificate Endorsements, School Years 1980 through 1989.

- A. Endorsements for instructional-ancillary personnel recommended by the teacher-training institutions in 1988-89.
- B. Comparison of 1988-89 staff with those of previous years.

Section IV: Instructional Personnel Approvals: 1980 through 1989

- A. Recommendations for teacher approvals received by Special Education Services from 1980 through 1989.

B. Number of recommendations that were granted as temporary approvals, continuing approvals, and emergency approvals.

Section V: Administrative-Supervisory Personnel and Student Count

A. Administrators and supervisors employed in special education in school year 1988-89 and the number of those employed in school years 1980-81 through 1987-88 still in special education administrative assignments in 1988-89.

B. Recommendations for administrator approvals received by Special Education Services from 1980 through 1989 and a comparison of administrative staff with student counts.

Limitations of the Data

In determining the number of special education personnel, the following were not considered due to resource and time constraints:

1. Number of qualified special education personnel who are available but not registered as potential personnel;

2. Number of special education professional personnel in nonpublic schools;

3. Number of available and qualified substitute teachers;

4. Number of other special education personnel, both professional and paraprofessional, such as work study coordinators, curriculum resource consultants, physical education teachers, etc.

5. Number of teachers who are assigned to a resource room. These teachers are reported according to their special education endorsement.

The report is limited to the data on prior and currently employed special education professional personnel, on personnel with special education certificate endorsements, and on those granted special education temporary or emergency approvals for special education assignments.

Procedures

The report analyzed data on special education professional personnel as they relate to such factors as age, educational attainment, teaching experience, certificate endorsement area and supply. Computer tape copies of the Michigan Professional Personnel Register (MPPR) and the Teacher Certification Master File (TCMF) compiled by the Teacher Preparation and Certification Services for school years 1980-81 through 1988-89 were used as data bases. These data sources contain descriptive information on employed professional personnel with special education assignments in the state's public schools: basic classroom teachers and/or teacher consultants for the mentally impaired, physically and otherwise health impaired, emotionally impaired, visually impaired, hearing impaired, autistic impaired, and learning disabled; teachers of the speech and language impaired; school social workers, school psychologists; occupational/physical therapists; and directors and supervisors. Records on personnel emergency and temporary approvals maintained by the Special Education Services office were also used to gauge availability of personnel supply. Special education reports generated from SE-4568 data were used in determining unduplicated student head counts.

To assure that information collected through a number of MDE data gathering forms were valid for the specific purposes of this report, different codes of the same terms were reconciled for consistency of meanings across these forms: TE-4290, DS-4096, and DS-4061 for personnel information, and SE-4568 for student statistics by age and disability category. Corresponding personnel groupings such as directors and supervisors (Administrators) and classroom teachers and teacher consultants (e.g., teachers and teacher consultants for Learning Disabled, Educable Mentally Impaired, Physically/Otherwise Health Impaired, etc.) were determined to better reflect more meaningful information. Data tables and charts include areas of certificate endorsements with corresponding Special Education and Teacher Certification codes to facilitate review. Terms used are defined in Attachment A on page 44. Specific alpha and numeric codes are likewise included in the Attachment.

To determine personnel supply, data concerning employee attrition and hiring were compared with those of special education student counts over a nine-year period. Personnel totals were compared with student unduplicated counts (SE-4568) statewide and by region to show student to staff ratios.

Personnel totals were determined by a computer run of Department data based on form TE-4290. Social security numbers of personnel were compared over time to identify employees who were newly assigned or reassigned to special education. Incidences of nonreassignment were considered indications of attrition. Causes of attrition were not investigated.

EXPLANATION OF DATA

Section I: Instructional-Ancillary Personnel and Student Counts

Staffing of special education instructional/ancillary personnel and comparison with student counts.

Table 1 shows totals of instructional and ancillary personnel employed over a nine-year period, from school years 1980-81 through 1988-89. Although the numbers of employed personnel with Learning Disabled (SM) certificate endorsements increased significantly over the years reviewed, there were more personnel with mentally impaired certificate endorsements, 3,733 or 28.8% of totals for 1980-81 and 3,742 or 26.2% for 1988-89. The gradual increase of aggregated personnel totals stopped in 1981-82, but began to increase again in 1983-84. Data is limited to special education personnel employed in public schools. It does not include other special education-assigned professionals such as work study coordinators, curriculum resource consultants, physical education teachers, etc.

Table 2 compares staffing and student enrollment patterns. The percentage of personnel increase for 1987-88 exceeds the percentage of increase in student counts.

Instructional and ancillary personnel in 1988-89 distributed by age, by assignment, by educational attainment, and by region.

Tables 3 and 3-a present a limited profile of instructional and ancillary personnel employed in school year 1988-89. As in the preceding tables, personnel with certificate endorsements in mentally impaired exceeded those of other endorsements: 3,742 or 26.2% of the total 14,282 employed for the year. Of this total, 11,659 or 81.6% were females; 6,250 or 44% belong to the 31-40 age group; 8,224 or 57.6% completed Master's degrees; and 5,241 or 36.7% were assigned to provide instructional services to handicapped students Pre-K through Grade 12. One hundred and ninety-two or 1.3% were assigned to do administration-related functions.

Table 4 shows the school year 1988-89 employment by region. It indicates that 7,224 or 50.6% of the total 14,282 were employed in Region IV, where there is the greatest concentration of handicapped students. Region I has the least number of instructional personnel, 1,011 or 7.1% of the state total. Of the total 14,282 personnel employed, 410 or 2.9% had SL (hearing impaired) certificate endorsements.

Attachment B on page 46 is a state map with the four special education planning regions delineated.

TABLE 1
SPECIAL EDUCATION INSTRUCTIONAL AND ANCILLARY PERSONNEL EMPLOYED IN MICHIGAN PUBLIC SCHOOLS, 1980-89

Cert/Endorse. Areas/Codes*	SCHOOL YEAR 1980-81	1981-82	1982-83	1983-84	1984-85	1985-86	1986-87	1987-88	1988-89
Mentally Imp. (110-130/SA-ST)	3,733	3,482	3,398	3,470	3,449	3,539	3,558	3,682	3,742
Emotionally Imp. (140/SE)	1,878	1,821	1,813	1,873	2,025	2,175	2,258	2,383	2,442
Learning Dis. (150/SM)	2,161	2,252	2,319	2,452	2,579	2,703	2,806	3,052	3,155
Hearing Imp. (160/SL)	485	460	446	437	429	426	420	420	410
Visually Imp. (170/SK)	171	150	152	156	146	146	149	155	152
P.O.H.I. (180/SC)	288	265	259	261	275	273	265	275	276
Sp./Lang. Imp. (290/SB)	1,593	1,454	1,391	1,413	1,425	1,465	1,444	1,557	1,603
TC/Ment'l Imp. (210/SU)	282	255	281	288	266	278	225	248	230
Homebound/Hosp. (280/SH)	151	102	88	81	78	70	69	70	69
TC/POHI (SI)	108	100	86	85	78	72	65	67	69
Sch. Psych. (SF,SG)	781	743	722	650	649	658	669	720	725
Social Worker (SD)	1,014	858	792	808	814	826	842	922	975
Occ/Phy Ther. (NU)	335	311	310	321	339	343	362	414	434
TOTALS	**12,980**	**12,253**	**12,057**	**12,295**	**12,552**	**12,974**	**13,132**	**13,965**	**14,282**

*Codes: Numeral - Special Education Services
Alphabet - Teacher Preparation & Certification Services

Interpretation: In school year 1988-89, the number of job assignments for instructional and ancillary personnel increased by 317 or 2.3% over 1987-88. Job assignments of teachers with SA-ST certificate endorsement areas also increased by 1.6% over the same period.

TABLE 2
SPECIAL EDUCATION STUDENT AND INSTRUCTIONAL-ANCILLARY PERSONNEL COUNTS 1975-1989

School Year	Student Counts	% Of Change From Previous Year	Personnel Counts	% Of Change From Previous Year
1975-76	147,441	—	8,916	—
1976-77	151,580	+ 2.8%	10,217	+ 14.6%
1977-78	155,270	+ 2.4%	10,819	+ 5.9%
1978-79	160,522	+ 3.4%	11,597	+ 7.2%
1979-80	159,398	- 0.7%	12,507	+ 7.8%
1980-81	160,187	+ 0.5%	12,980	+ 3.8%
1981-82	158,479	- 1.1%	12,253	- 5.6%
1982-83	160,639	+ 1.4%	12,057	- 1.6%
1983-84	162,952	+ 1.4%	12,295	+ 2.0%
1984-85	167,057	+ 2.5%	12,552	+ 2.1%
1985-86	167,097	+ 0.02%	12,974	+ 3.4%
1986-87	166,314	- 0.5%	13,132	+ 1.2%
1987-88	166,574	+ 0.2%	13,965	+ 6.3%
1988-89	166,618	+ 0.03%	14,282	+ 2.3%

Interpretation: Special education unduplicated pupil count for 1988-89 was 166,618 and job assignments for instructional and ancillary personnel totaled 14,282. The pupil count increased by 44 while the personnel count for the same year increased by 317 or 2.3% over the previous year.

TABLE 3
INSTRUCTIONAL AND ANCILLARY PERSONNEL ASSIGNED IN SPECIAL EDUCATION, 1988-89
(By Sex and Age)

Cert/Endorse. Areas/Codes*	SEX			AGE GROUP				Mean
	Female	Male	Totals	20-30	31-40	41-50	51+	Age
Mentally Imp (110-130/SA-ST)	2,975	767	3,742	558	1,713	1,023	448	39
Emotionally Imp. (140/SE)	1,886	555	2,442	487	1,142	626	187	38
Learning Dis. (150/SM)	2,780	375	3,155	302	1,455	964	434	41
Hearing Imp. (160/SL)	382	28	410	58	194	112	46	39
Visually Imp. (170/SK)	129	23	152	16	64	50	22	41
P.O.H.I. (180/SC)	236	40	276	41	122	76	37	40
Sp./Lang. Imp. (290/SB)	1,456	147	1,603	166	656	562	219	41
TC/Ment'l Imp. (210/SU)	170	60	230	4	82	108	36	43
Homebound/Hosp. (280/SH)	60	9	69	2	27	21	19	44
TC/P.O.H.I. (SI)	58	11	69	3	20	29	17	45
Sch. Psych. (SF,SG)	416	309	725	43	251	278	153	43
Social Worker (SD)	705	270	975	25	305	387	258	45
Occ/Phy Ther. (NU)	406	28	434	41	219	124	50	40
TOTALS	**11,659**	**2,623**	**14,282**	**1,746**	**6,250**	**4,360**	**1,926**	**40**

Interpretation: Of the 14,282 employed in school year 1988-89, 11,659 or 81.6% were females. Of this number of females, 2,975 or 25.5% had an endorsement in SA-ST. Teachers with SA-ST endorsements total 3,742. Forty-four percent or 6,250 belonged to the 31-40 age group.

TABLE 3-a
INSTRUCTIONAL AND ANCILLARY PERSONNEL ASSIGNED IN SPECIAL EDUCATION, 1988-89
(By Education and Assignment)

Cert/Endorse. Areas/Codes*	DEGREES COMPLETED Bache-lor's	Mas-ter's	Spec./ Doct.	ASSIGNMENT All Grades	Pre-K K	Grades 1-8	Grades 9-12	Central Admin.
Mentally Imp. (110-130/SA-ST)	2,032	1,663	46	1,264	100	1,099	1,241	38
Emotionally Imp. (140/SE)	1,253	1,137	52	500	33	786	1,097	26
Learning Dis. (150/SM)	897	2,154	102	498	47	1,309	1,250	51
Hearing Imp. (160/SL)	170	234	6	169	14	124	96	7
Visually Imp. (170/SK)	49	102	1	92	8	35	15	2
P.O.H.I. (180/SC)	127	143	6	92	24	93	62	5
Sp./Lang. Imp. (290/SB)	390	1,185	28	879	80	568	64	12
TC/Ment'l Imp. (210/SU)	49	159	22	68	2	67	85	8
Homebound/Hosp. (280/SH)	26	40	3	57	3	4	4	1
TC/P.O.H.I. (SI)	20	48	1	44	4	11	10	0
Sch. Psych. (SF,SG)	25	417	280	600	9	65	32	19
Social Worker (SD)	38	852	75	694	9	171	89	12
Occ/Phy Ther. (NU)	323	90	3	284	32	78	29	11
TOTALS	**5,399**	**8,224**	**625**	**5,241**	**365**	**4,410**	**4,074**	**192**

Interpretation: Of the 14,282 employed in 1988-89, 8,224 or 57.6% had Master's degrees; 5,241 or 36.7% were assigned to programs and services involving all grades.

TABLE 4
INSTRUCTIONAL AND ANCILLARY PERSONNEL ASSIGNED IN SPECIAL EDUCATION, 1988-89
(By Region)

Cert/Endorse. Areas/Codes*	Region I	Region II	Region III	Region IV	Totals
Mentally Imp (110-130/SA-ST)	348	857	825	1,712	3,742
Emotionally Imp. (140/SE)	138	544	579	1,181	2,442
Learning Dis. (150/SM)	195	639	623	1,698	3,155
Hearing Imp. (160/SL)	24	60	86	240	410
Visually Imp. (170/SK)	8	34	30	80	152
P.O.H.I. (180/SC)	6	45	68	157	276
Sp./Lang. Imp. (290/SB)	132	319	343	809	1,603
TC/Ment'l Imp. (210/SU)	13	48	32	137	230
Homebound/Hosp. (280/SH)	4	9	9	47	69
TC/P.O.H.I. (SI)	4	13	17	35	69
Sch. Psych. (SF,SG)	61	131	169	364	725
Social Worker (SD)	46	170	200	559	975
Occ/Phy Ther. (NU)	32	87	110	205	434
TOTALS	**1,011**	**2,956**	**3,091**	**7,224**	**14,282**

Interpretation: Of the 14,282 employed in 1988-89, 7,224 or 50.6% were assigned in Region IV and 1,011 or 7.1% in Region I.

Personnel-Student Ratios, 1988-89

Special Education Services of Michigan Department of Education maintains data by geographical regions. A map of the regions are found in Attachment B on page 46.

Personnel and student counts were reviewed to determine the ratios of instruction and support staff to students. The data is presented in Table 5. The overall average ratio is 1 employee to 11.6 students. This ratio is provided to allow geographical comparisons for planning purposes. It is not intended to reflect the actual level of service as it does not include all staff or provide data on students receiving multiple services.

TABLE 5
PERSONNEL-STUDENT RATIOS BY REGIONAL AGGREGATES
1988-89

REGION	AGGREGATE TOTALS Personnel[1]	Student[2]	RATIO By Region
I	1,011	12,192	1:12.1
II	2,956	37,690	1:12.8
III	3,091	35,475	1:11.5
IV	7,224	80,303	1:11.1
State Totals	**14,282**	**165,660[3]**	**1:11.6**

[1] Includes all professional personnel serving handicapped students in the regions.

[2] Includes all students served in the regions.

[3] Excludes students served by DOC (669) and DSS (289).

Interpretation: The regional personnel-ratio for Region I is 1:12.1 and the state ratio is 1:11.6.

Instructional and ancillary personnel newly assigned in special education in school year 1988-89.

Social security numbers of personnel were compared to determine instructional and ancillary personnel newly assigned in special education for given years. These additional personnel were either newly graduated and newly employed by the districts in special education or previously assigned in a nonspecial education assignment and newly assigned in special education.

Table 6 reflects state totals on increase or decrease of personnel newly assigned in special education over the nine-year period from 1980-81 through 1988-89. The table shows that there were 438 or 23.1% less teachers newly assigned in special education in school year 1988-89 than there were in 1987-88. Of the 1,455 newly assigned personnel in 1988-89, 373 or 25.6% had endorsements to teach the mentally impaired.

Tables 7 and 7-a present a limited profile of beginning or newly graduated instructional and ancillary personnel newly assigned in special education in school year 1988-89. Of the total 378 personnel, 344 or 91% were females, and 117 or 31% were assigned to provide programs/services to handicapped students in All Grades.

Tables 8 and 8-a present a limited profile of experienced instructional and ancillary personnel newly assigned in special education in school year 1988-89. Of the total 1,079, 928 or 86% were females, and 28 or 2.6% were assigned to provide programs and services to handicapped students in the Pre-K to K level. The mean age of the beginning teachers was 31 while that of the experienced group was 37. Reassignment to special education of experienced and older teachers whose regular education assignments were affected by the gradual decreases in student enrollments may be one factor affecting variances in age.

TABLE 6
NEWLY ASSIGNED SPECIAL EDUCATION INSTRUCTIONAL AND ANCILLARY PERSONNEL IN MICHIGAN PUBLIC SCHOOLS, 1980-89

Cert/Endorse. Areas/Codes*	SCHOOL YEAR 1980-81	1981-82	1982-83	1983-84	1984-85	1985-86	1986-87	1987-88	1988-89
Mentally Imp. (110-130/SA-ST)	434	251	344	314	350	341	499	502	373
Emotionally Imp. (140/SE)	352	57	254	227	397	328	374	360	295
Learning Dis. (150/SM)	398	91	293	285	334	282	358	383	319
Hearing Imp. (160/SL)	66	25	35	43	41	41	50	51	29
Visually Imp. (170/SK)	15	21	12	10	11	12	21	15	9
P.O.H.I. (180/SC)	33	23	21	18	27	21	28	30	16
Sp./Lang. Imp. (290/SB)	177	139	94	139	121	120	139	215	159
TC/Ment'l Imp. (210/SU)	17	27	18	10	11	19	7	29	8
Homebound/Hosp. (280/SH)	16	49	6	7	6	6	15	9	10
TC/P.O.H.I. (SI)	9	8	6	10	9	5	5	6	7
Sch. Psych. (SF,SG)	72	38	53	53	56	52	80	89	61
Social Worker (SD)	102	155	32	70	81	87	139	132	109
Occ/Phy Ther. (NU)	64	42	57	50	54	46	76	72	60
TOTALS	**1,755**	**926**	**1,225**	**1,236**	**1,498**	**1,360**	**1,791**	**1,893**	**1,455**

Interpretation: There were 1,455 newly assigned in special education in 1988-89, or a decrease of 438 or 23.1% from the total of 1,893 newly assigned in 1987-88.

TABLE 7
BEGINNING INSTRUCTIONAL AND ANCILLARY PERSONNEL NEWLY ASSIGNED IN SPECIAL EDUCATION, 1988-89
(By Sex and Age)

Cert/Endorse. Areas/Codes*	SEX			AGE GROUPS				Mean
	Female	Male	Totals	20-30	31-40	41-50	51+	Age
Mentally Imp. (110-130/SA-ST)	104	5	109	65	27	15	2	31
Emotionally Imp. (140/SE)	79	8	87	63	18	6	0	29
Learning Dis. (150/SM)	50	7	57	30	19	7	1	32
Hearing Imp. (160/SL)	12	0	12	7	3	2	0	30
Visually Imp. (170/SK)	0	0	0	0	0	0	0	0
P.O.H.I. (180/SC)	5	0	5	3	2	0	0	31
Sp./Lang. Imp. (290/SB)	39	0	39	23	11	4	1	32
TC/Ment'l Imp. (210/SU)	1	0	1	0	0	1	0	41
Homebound/Hosp. (280/SH)	1	0	1	0	1	0	0	36
TC/P.O.H.I. (SI)	2	0	2	1	1	0	0	29
Sch. Psych. (SF,SG)	10	7	17	6	5	4	2	36
Social Worker (SD)	28	7	35	6	22	5	2	37
Occ/Phy Ther. (NU)	13	0	13	5	7	0	1	32
TOTALS	**344**	**34**	**378**	**209**	**116**	**44**	**9**	**31**

Interpretation: Of the 378 newly graduated or first year personnel additions, 344 or 91% were females; 209 or 55.3% belong to the 20-30 age group, with a mean age of 31.

TABLE 7-a
BEGINNING INSTRUCTIONAL AND ANCILLARY PERSONNEL NEWLY ASSIGNED IN SPECIAL EDUCATION, 1988-89
(By Education and Assignment)

Cert/Endorse. Areas/Codes*	DEGREES COMPLETED Bache-lor's	Mas-ter's	Spec./ Doct.	ASSIGNMENT All Grades	Pre-K K	Grades 1-8	Grades 9-12	Central Admin.
Mentally Imp. (110-130/SA-ST)	101	8	0	31	3	40	34	1
Emotionally Imp. (140/SE)	79	7	1	9	1	34	42	1
Learning Dis. (150/SM)	46	10	1	8	0	24	25	0
Hearing Imp. (160/SL)	7	5	0	2	1	6	3	0
Visually Imp. (170/SK)	0	0	0	0	0	0	0	0
P.O.H.I. (180/SC)	4	1	0	1	3	0	1	0
Sp./Lang. Imp. (290/SB)	7	32	0	22	1	11	5	0
TC/Ment'l Imp. (210/SU)	0	1	0	1	0	0	0	0
Homebound/Hosp. (280/SH)	0	1	0	1	0	0	0	0
TC/P.O.H.I. (SI)	2	0	0	1	1	0	0	0
Sch. Psych. (SF,SG)	1	11	4	12	0	3	1	0
Social Worker (SD)	5	26	4	20	0	14	1	0
Occ/Phy Ther. (NU)	11	1	0	9	0	2	1	0
TOTALS	**263**	**103**	**10**	**117**	**10**	**134**	**113**	**2**

Interpretation: Of the newly graduated or first year personnel additions, 263 or 69.6% have Bachelor's degrees and 10 or 2.7% were assigned to Pre-K/K levels.

TABLE 8
EXPERIENCED INSTRUCTIONAL AND ANCILLARY PERSONNEL NEWLY ASSIGNED IN SPECIAL EDUCATION, 1988-89
(By Sex and Age)

Cert/Endorse. Areas/Codes*	SEX			AGE GROUP				Mean
	Female	Male	Totals	20-30	31-40	41-50	51+	Age
Mentally Imp. (110-130/SA-ST)	226	38	264	65	137	45	17	36
Emotionally Imp. (140/SE)	172	36	208	64	96	43	5	35
Learning Dis. (150/SM)	229	34	263	39	118	77	29	39
Hearing Imp. (160/SL)	17	0	17	7	5	4	1	35
Visually Imp. (170/SK)	9	0	9	4	5	0	0	32
P.O.H.I. (180/SC)	10	1	11	5	4	1	1	34
Sp./Lang. Imp. (290/SB)	113	8	121	30	53	33	5	37
TC/Ment'l Imp. (210/SU)	5	2	7	1	3	2	1	41
Homebound/Hosp. (280/SH)	8	1	9	0	6	3	0	39
TC/P.O.H.I. (SI)	4	1	5	1	1	2	1	42
Sch. Psych. (SF,SG)	29	15	44	6	20	14	4	40
Social Worker (SD)	60	14	74	3	35	25	11	42
Occ/Phy Ther. (NU)	46	1	47	6	27	6	8	40
TOTALS	**928**	**151**	**1,079**	**231**	**510**	**255**	**83**	**37**

Interpretation: Of the total 1,079 experienced special education personnel newly assigned in special education for 1988-89, 928 or 86% are females and 510 or 47.3% belong to the 31-40 age group.

TABLE 8-a
EXPERIENCED INSTRUCTIONAL AND ANCILLARY PERSONNEL NEWLY ASSIGNED IN SPECIAL EDUCATION, 1988-89
(Education and Assignment)

Cert/Endorse. Areas/Codes*	DEGREES COMPLETED Bachelor's	Master's	Spec./ Doct.	ASSIGNMENT All Grades	Pre-K K	Grades 1-8	Grades 9-12	Central Admin.
Mentally Imp. (110-130/SA-ST)	180	83	1	63	9	104	86	2
Emotionally Imp. (140/SE)	129	77	2	43	2	72	91	0
Learning Dis. (150/SM)	113	142	6	36	3	122	102	0
Hearing Imp. (160/SL)	11	6	0	2	0	8	7	0
Visually Imp. (170/SK)	4	5	0	6	0	3	0	0
P.O.H.I. (180/SC)	9	2	0	7	1	2	1	0
Sp./Lang. Imp. (290/SB)	29	89	3	66	7	42	3	3
TC/Ment'l Imp. (210/SU)	3	4	0	1	0	3	3	0
Homebound/Hosp. (280/SH)	5	4	0	6	2	1	0	0
TC/P.O.H.I. (SI)	2	3	0	1	1	1	2	0
Sch. Psych. (SF,SG)	2	28	14	35	0	2	1	6
Social Worker (SD)	7	63	2	45	1	22	6	0
Occ/Phy Ther. (NU)	32	10	0	25	2	19	0	1
TOTALS	**526**	**516**	**28**	**336**	**28**	**401**	**302**	**12**

Interpretation: Of the total experienced personnel newly assigned in special education in 1988-89, 516 or 47.8% completed Master's degrees; 28 or 2.6% were assigned to grades Pre-K/K.

Section II: Retention of Instructional and Ancillary Personnel

Number of staff assigned in school years 1980-81 through 1987-88 still in special education assignments in 1988-89 and number of staff no longer in special education assignments.

A review of the social security numbers of special education teachers was conducted to delineate those who were still assigned from those who were no longer assigned in special education over the nine-year period.

Table 9 shows numbers of instructional and ancillary personnel who remained in special education assignments over the nine-year period. The data indicate the turn-over of personnel: of the 12,980 personnel (Table 1) total for school year 1980-81, 8,130 or 62.6% were still in the same special education assignment in school year 1988-89. Teachers with mental impairment (SA-ST) certificate endorsements make up the largest number of special education personnel.

Cumulative attrition or retention rates for instructional and ancillary personnel for school years 1980-81 through 1988-89.

Table 10 reflects the cumulative retention and attrition patterns of personnel from school years 1980-81 through 1988-89. The figures show that 8,130 or 62.6% of the instructional and ancillary personnel employed in school year 1980-81 were still employed in special education in 1988-89.

TABLE 9
RETENTION OF SPECIAL EDUCATION INSTRUCTIONAL AND ANCILLARY PERSONNEL, 1980-89

Cert/Endorse. Areas/Codes*	SCHOOL YEAR 1980-81	1981-82	1982-83	1983-84	1984-85	1985-86	1986-87	1987-88
Mentally Imp. (110-130/SA-ST)	2,187 59%	2,192 63%	2,278 67%	2,406 69%	2,612 76%	2,759 78%	2,975 84%	3,361 91%
Emotionally Imp. (140/SE)	1,105 59%	1,139 63%	1,184 65%	1,282 69%	1,480 73%	1,681 77%	1,871 83%	2,145 90%
Learning Dis. (150/SM)	1,664 77%	1,753 81%	1,828 79%	1,973 81%	2,180 85%	2,350 87%	2,542 91%	2,852 93%
Hearing Imp. (160/SL)	269 56%	278 60%	278 62%	291 67%	316 74%	325 76%	341 81%	381 91%
Visually Imp. (170/SK)	101 59%	100 67%	106 70%	112 72%	116 80%	119 82%	133 89%	143 92%
P.O.H.I. (180/SC)	181 63%	175 66%	177 68%	189 72%	204 74%	211 77%	231 87%	260 95%
Sp./Lang. Imp. (290/SB)	1,077 68%	1,057 73%	1,045 75%	1,102 78%	1,158 81%	1,222 83%	1,265 88%	1,435 92%
TC/Ment'l Imp. (210/SU)	179 64%	188 74%	200 71%	199 69%	200 75%	213 77%	199 88%	222 97%
Homebound/Hosp. (280/SH)	45 30%	46 45%	47 53%	51 63%	50 64%	49 70%	54 78%	59 84%
TC/P.O.H.I. (SI)	52 48%	51 51%	52 61%	51 60%	58 74%	60 83%	57 88%	62 93%
Sch. Psych. (SF,SG)	476 61%	474 64%	481 61%	503 77%	529 82%	555 84%	590 88%	663 92%
Social Worker (SD)	598 59%	566 66%	549 69%	585 72%	634 78%	668 81%	748 89%	862 94%
Occ/Phy Ther. (NU)	196 59%	199 64%	213 69%	227 71%	264 78%	281 82%	317 88%	372 90%
TOTALS	**8,130** **63%**	**8,218** **67%**	**8,438** **70%**	**8,971** **73%**	**9,801** **78%**	**10,493** **81%**	**11,323** **86%**	**12,797** **92%**

Interpretation: Of the 12,980 (Table 1) personnel totals in 1980-81, 8,130 or 62.6% were still employed in the same assignments in 1988-89.

TABLE 10
RETENTION AND ATTRITION OF SPECIAL EDUCATION INSTRUCTIONAL AND ANCILLARY PERSONNEL 1980-89

	SCHOOL YEAR							
	1980-81	1981-82	1982-83	1983-84	1984-85	1985-86	1986-87	1987-88
Special Education Personnel Totals by Year	12,980	12,253	12,057	12,295	12,552	12,974	13,132	13,965
Personnel Still Employed in Special Education, 1988-89	8,130	8,218	8,438	8,971	9,801	10,493	11,323	12,797
Percent Retained	62.6%	67.1%	70%	73%	78.1%	80.9%	86.2%	91.6%
Personnel No Longer Employed in Special Education, 1988-89	4,850	4,035	3,619	3,324	2,751	2,481	1,809	1,168
Percent of Attrition	37.4%	32.9%	30%	27%	21.9%	19.1%	13.8%	8.4%

Interpretation: Of the 12,980 instructional and ancillary personnel employed in special education for school year 1980-81, 8,130 or 62.6% were still in the same special education assignments in 1988-89 and 4,850 or 37.4% either left, were reassigned in other areas, or were terminated between school years 1980-81 through 1988-89.

Section III: Certificate Endorsements, School Years 1980 through 1989.

Endorsements for instructional and ancillary personnel recommended by the teacher-training institutions in 1988-89 and how this number compared with those of previous years.

To better access the available supply of personnel, the numbers of recommendations for certificate endorsements over a nine-year period were determined.

Tables 11 and 11-a show numbers of certificate endorsements recommended by teacher-training institutions for approval by the Department of Education. Table 11 reflects actual numbers of original provisional certificates approved over a nine-year period. There was a significant decrease in the number of endorsements from 1982-83 through 1985-86; however, there was an increase in 1986-87.

Table 11-a shows a total of 856 endorsements recommended by Michigan teacher-training institutions for the period from July 1, 1988 to June 30, 1989. Eastern Michigan University submitted the most recommendations: 192 or 22.4% of totals. Of the grand total of 1,053, 18.7% or 197 were recommended for approval by teacher-training institutions in other states. Of the total 354 recommendations for the SA-ST endorsement, 266 or 75.1% were from Michigan universities and colleges.

In accessing numbers of certificate endorsements, no investigation has been done to determine the implications of such factors as the following: (a) possibility of multiple counting of teachers because of multiple endorsements on their teaching certificates; and (b) differences and possible duplications in the definitions of terms used by Teacher Preparation and Certification Services on one hand and Special Education Services on the other.

TABLE 11
ORIGINAL PROVISIONAL CERTIFICATE ENDORSEMENTS IN SPECIAL EDUCATION*
1980-1989

Cert/Endorse. Areas/Codes	SCHOOL YEAR 1980-81	1981-82	1982-83	1983-84	1984-85	1985-86	1986-87	1987-88	1988-89
Mentally Imp. (110-130/SA-ST)	514	378	349	338	261	227	259	181	266
Emotionally Imp. (140/SE)	446	367	351	307	250	192	247	177	228
Learning Dis. (150/SM)	211	211	169	109	107	109	128	131	122
Hearing Imp. (160/SL)	53	58	50	59	33	30	38	33	42
Visually Imp. (170/SK)	31	56	39	45	42	18	27	17	16
Phys. & Other H.I. (180/SC)	116	87	90	78	53	64	52	36	55
Autistic Imp. (193/SV)	-	-	-	-	-	5	1	6	10
Speech/Lang. Imp. (290/SB)	110	82	70	72	81	86	81	51	67
Homebound/Hosp. (280/SH)	116	87	87	77	52	54	5[illegible]	27	50
TOTALS	**1,597**	**1,326**	**1,205**	**1,085**	**879**	**785**	**888**	**659**	**856**

Interpretation: There were 197 or 29.9% more recommendations in 1988-89 then there were in 1987-88. Of the total number of recommendations for 1988-89, the recommended endorsements for teachers of the mentally impaired (110-130/SA-ST) increased from 181 in 1987-88 to 266 or 47% more in 1988-89.

* This table includes only original provisional certificate endorsements. It does not include special education endorsements to provisional renewals, continuing and permanent teaching certificates. Also, the 1988-89 information is what was available as of October 8, 1989.

TABLE 11-a
SPECIAL EDUCATION CERTIFICATE ENDORSEMENTS RECOMMENDED BY EDUCATIONAL INSTITUTIONS 1988-89

Educational Institutions	110-130 SA	140 SE	150 SM	160 SL	170 SK	180 SC	290 SB	280 SH	193 SV	TOTALS
Central MI Univ.	31	31	0	0	1	1	13	1	0	78
Eastern MI Univ.	53	61	12	16	2	12	24	12	0	192
Gr. Valley St. Col.	48	44	25	15	0	4	0	0	0	136
Hope College	0	6	17	0	0	0	0	0	0	23
Madonna College	0	0	4	0	0	0	0	0	0	4
Marygrove College	3	9	5	0	0	1	1	0	0	19
Michigan St. Univ.	34	24	6	8	6	1	19	1	0	99
Nazareth College	0	0	9	0	0	0	0	0	0	9
Northern MI Univ.	0	0	0	0	0	0	0	0	0	0
Oakland University	4	5	13	1	1	0	1	0	4	29
Univ. of Detroit	0	5	4	0	0	0	0	0	0	9
Wayne State Univ.	39	7	17	0	4	31	3	31	0	132
Western MI Univ.	42	36	6	2	2	5	6	5	6	110
Others (Michigan)	12	0	4	0	0	0	0	0	0	16
MICHIGAN TOTALS	**266**	**228**	**122**	**42**	**16**	**55**	**67**	**50**	**10**	**856**
Other States	88	25	41	15	2	0	26	0	0	197
ALL STATES	**354**	**253**	**163**	**57**	**18**	**55**	**93**	**50**	**10**	**1,053**

Interpretation: Recommendations from Michigan institutions for initial certificate endorsements in 1988-89 total 856. Recommendations from out-of-state teacher training institutions total 197; of the grand total number, 354 or 33.6% were for certificate endorsements for teachers of the mentally impaired (SA).

Section IV: Instructional Personnel Approvals: 1980 through 1989

Recommendations for teacher approvals received and approved by Special Education Services from 1980 through 1989 and the number that were granted temporary, continuing, or emergency approvals.

Table 12 presents aggregate numbers of classroom teacher approvals granted by Special Education Services over a nine-year period. Tables 12-a through 12-i reflect in more detail teacher approvals granted by Special Education Services from 1980 through 1989.

Tables 13 and 13-a likewise present aggregated numbers of teacher consultant approvals by category and by year.

TABLE 12
TEACHER APPROVALS
1980-89

Year	Temporary Approvals	Emergency Temporary Approvals	Continuing Temporary Approvals	Totals By Year
1980-81	537 (93%)	38 (7%)	*	575
1981-82	143 (34%)	27 (6%)	252 (60%)	422
1982-83	109 (31%)	9 (3%)	236 (67%)	354
1983-84	122 (51%)	2 (0.8%)	115 (48.1%)	239
1984-85	84 (46.2%)	8 (4.4%)	90 (49.5%)	182
1985-86	127 (56.4%)	9 (4%)	89 (39.6%)	225
1986-87	194 (63.6%)	26 (8.5%)	85 (27.9%)	305
1987-88	261 (48.6%)	130 (24.2%)	146 (27.2%)	537
1988-89	228 (39.5%)	121 (20.9%)	229 (39.6%)	578
TOTALS	**1,805 (52.8%)**	**370 (10.8%)**	**1,242 (36.4%)**	**3,417**

* Continuing temporary approvals for school year 1980-81 were combined with temporary approvals.

TABLE 12-a
TEACHER APPROVALS, 1980-81

CODES / COLLEGES	TEMPORARY APPROVALS 110	120	130	140	150	160	180	TOTALS	EMERGENCY TEMPORARY APPROVALS 110	120	130	140	150	180	TOTALS	COLLEGE TOTALS
Andrews Univ.	0	0	0	0	7	0	0	7	0	0	0	0	0	0	0	7
Calvin College	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Central MI	6	3	0	39	123	0	0	171	4	1	0	4	5	0	14	185
Eastern MI	2	0	2	15	111	0	1	131	0	0	0	0	3	0	3	134
Grand Valley	2	0	0	3	17	0	0	22	0	0	0	0	1	0	1	23
Hope College	0	0	0	0	1	0	0	1	0	0	0	0	0	0	0	1
Madonna Coll.	0	0	0	1	5	0	0	6	0	0	0	0	0	0	0	6
Marygrove Coll.	0	0	0	0	5	0	0	5	0	0	0	0	0	0	0	5
Michigan State	1	0	0	4	36	0	0	41	2	0	0	2	2	0	6	47
Nazareth Coll.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Northern MI	0	0	0	0	16	0	0	16	0	0	0	0	4	0	4	20
Oakland Univ.	0	0	0	6	37	0	0	43	0	0	0	1	3	0	4	47
Univ. of Detroit	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Univ. of Michigan	0	0	0	1	2	0	0	3	0	0	0	0	1	0	1	4
Wayne State	1	1	0	4	19	0	1	26	0	0	0	0	1	0	1	27
Western MI	1	0	0	3	61	0	0	65	0	0	0	4	0	0	4	69
TOTALS	**13**	**4**	**2**	**76**	**440**	**0**	**2**	**537**	**6**	**1**	**0**	**11**	**20**	**0**	**38**	**575**

TABLE 12-b
TEACHER APPROVALS, 1981-82

CODES / COLLEGES	TEMPORARY							EMERGENCY TEMPORARY							CONTINUING TEMPORARY							COLLEGE TOTALS
	110	120	130	140	150	180	TOTALS	110	120	130	140	150	180	TOTALS	110	120	130	140	150	180	TOTALS	
Andrews Univ.	0	0	0	0	3	0	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3
Calvin College	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Central MI	1	0	0	10	23	0	34	2	1	0	1	4	0	8	3	1	0	15	86	0	105	147
Eastern MI	0	0	0	4	22	0	26	0	3	1	0	0	0	4	0	0	0	1	58	0	59	89
Grand Valley	0	0	0	3	7	0	10	0	0	0	2	1	0	3	1	0	0	1	3	0	5	18
Hope College	0	0	0	0	1	0	1	0	0	0	1	0	0	1	0	0	0	1	0	0	1	3
Madonna Coll.	0	0	0	0	3	0	3	0	0	0	0	0	0	0	0	0	0	0	1	0	1	4
Marygrove Coll.	0	0	0	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
Michigan State	0	0	1	1	15	0	17	0	1	0	0	1	0	2	1	0	0	0	20	0	21	40
Nazareth Coll.	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	1	2
Northern MI	0	0	0	0	2	0	2	0	0	0	0	1	0	1	0	0	0	0	10	0	10	13
Oakland Univ.	0	0	0	2	11	0	13	0	0	0	1	0	0	1	0	0	0	0	14	0	14	28
Univ. of Detroit	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Univ. of Michigan	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	0	3	1	0	4	5
Wayne State	2	0	0	2	9	1	14	0	0	0	1	2	0	3	3	2	0	0	6	0	11	28
Western MI	0	0	0	2	15	0	17	1	0	0	3	0	0	4	0	0	0	1	19	0	20	41
TOTALS	**3**	**0**	**1**	**25**	**113**	**1**	**143**	**3**	**5**	**1**	**9**	**9**	**0**	**27**	**8**	**3**	**0**	**22**	**219**	**0**	**252**	**422**

TABLE 12-c
TEACHER APPROVALS, 1982-83

CODES / COLLEGES	TEMPORARY							EMERGENCY TEMPORARY							CONTINUING TEMPORARY							COLLEGE TOTALS
	110	120	130	140	150	180	TOTALS	110	120	130	140	150	180	TOTALS	110	120	130	140	150	180	TOTALS	
Andrews Univ.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Calvin College	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Central MI	4	0	0	4	18	0	26	0	0	0	0	4	0	4	4	0	0	21	67	0	92	122
Eastern MI	1	0	0	2	28	0	31	0	0	1	0	0	0	1	1	0	0	4	56	0	61	93
Grand Valley	4	0	0	0	13	0	17	0	0	0	0	1	0	1	0	0	0	2	9	0	11	29
Hope College	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	0	0	2	2
Madonna Coll.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1
Marygrove Coll.	0	0	0	1	2	0	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3
Michigan State	0	0	0	1	8	0	9	1	0	0	0	0	0	1	0	0	0	1	17	0	18	28
Nazareth Coll.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Northern MI	0	0	0	0	2	0	2	0	0	0	0	0	0	0	0	0	0	0	6	0	6	8
Oakland Univ.	0	0	0	5	2	0	7	0	0	0	0	1	0	1	0	0	0	0	11	0	11	19
Univ. of Detroit	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Univ. of Michigan	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
Wayne State	1	0	0	1	1	0	3	0	0	0	0	0	0	0	2	0	0	4	10	0	16	19
Western MI	1	0	0	1	8	0	10	0	0	0	1	0	0	1	0	0	0	0	18	0	18	29
TOTALS	**11**	**0**	**0**	**15**	**83**	**0**	**109**	**1**	**0**	**1**	**1**	**6**	**0**	**9**	**7**	**0**	**0**	**34**	**195**	**0**	**236**	**354**

TABLE 12-d
TEACHER APPROVALS, 1983-84

CODES / COLLEGES	TEMPORARY							EMERGENCY TEMPORARY							CONTINUING TEMPORARY							COLLEGE TOTALS
	110	120	130	140	150	180	TOTALS	110	120	130	140	150	180	TOTALS	110	120	130	140	150	180	TOTALS	
Andrews Univ.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1
Calvin College	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Central MI	6	0	0	5	24	0	35	0	0	0	0	0	0	0	2	0	0	6	52	0	60	95
Eastern MI	0	0	0	5	28	0	33	0	0	0	0	1	0	1	2	0	0	1	23	0	26	60
Grand Valley	2	0	0	1	17	0	20	0	0	0	0	0	0	0	1	0	0	0	4	0	5	25
Hope College	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	1	0	3	3
Madonna Coll.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Marygrove Coll.	0	0	0	0	2	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2
Michigan State	0	0	0	0	2	0	2	0	0	0	0	0	0	0	0	0	0	0	4	0	4	6
Nazareth Coll.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Northern MI	0	0	0	0	2	0	2	0	0	0	0	0	0	0	0	0	0	0	1	0	1	3
Oakland Univ.	0	0	0	1	8	0	9	0	0	0	0	1	0	1	0	0	0	0	3	0	3	13
Univ. of Detroit	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Univ. of Michigan	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Wayne State	0	0	0	3	1	0	4	0	0	0	0	0	0	0	0	0	0	0	3	0	3	7
Western MI	2	0	0	3	10	0	15	0	0	0	0	0	0	0	0	0	0	0	9	0	9	24
TOTALS	**10**	**0**	**0**	**18**	**94**	**0**	**122**	**0**	**0**	**0**	**0**	**2**	**0**	**2**	**5**	**0**	**0**	**9**	**101**	**0**	**115**	**239**

TABLE 12-e
TEACHER APPROVALS, 1984-85

CODES / COLLEGES	TEMPORARY							EMERGENCY TEMPORARY							CONTINUING TEMPORARY							COLLEGE TOTALS
	110	120	130	140	150	180	TOTALS	110	120	130	140	150	180	TOTALS	110	120	130	140	150	180	TOTALS	
Andrews Univ.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1
Calvin College	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Central MI	4	0	0	2	13	0	19	0	0	0	0	0	0	0	2	0	0	2	39	0	43	62
Eastern MI	0	0	0	2	9	2	13	0	0	0	0	1	0	1	0	0	0	0	28	0	28	42
Grand Valley	1	0	0	1	18	0	20	0	0	0	0	1	0	1	0	0	0	1	3	0	4	25
Hope College	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Madonna Coll.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Marygrove Coll.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Michigan State	0	0	0	1	1	0	2	0	0	0	0	0	0	0	0	0	0	0	1	0	1	3
Nazareth Coll.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3	0	3	3
Northern MI	0	0	0	0	5	0	5	0	0	0	0	3	0	3	0	0	0	0	0	0	0	8
Oakland Univ.	0	0	0	0	3	0	3	0	0	0	0	0	0	0	0	0	0	2	4	0	6	9
Univ. of Detroit	0	0	0	0	0	0	0	0	0	0	2	1	0	3	0	0	0	0	0	0	0	3
Univ. of Michigan	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Wayne State	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
Western MI	0	0	0	3	18	0	21	0	0	0	0	0	0	0	0	0	0	0	4	0	4	25
TOTALS	**5**	**0**	**0**	**9**	**68**	**2**	**84**	**0**	**0**	**0**	**2**	**6**	**0**	**8**	**2**	**0**	**0**	**5**	**83**	**0**	**90**	**182**

TABLE 12-f
TEACHER APPROVALS, 1985-86

CODES / COLLEGES	TEMPORARY							CONTINUING TEMPORARY							EMERGENCY TEMPORARY							COLLEGE TOTALS
	110	120	130	140	150	180	TOTALS	110	120	130	140	150	180	TOTALS	110	120	130	140	150	180	TOTALS	
Andrews Univ.	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
Calvin College	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
Central MI	4	0	0	11	24	0	39	5	0	0	3	18	0	26	1	0	0	1	0	0	2	67
Eastern MI	0	0	0	3	20	0	23	0	0	0	1	29	0	30	0	0	0	0	3	0	3	56
Grand Valley	1	0	0	1	24	0	26	0	0	0	1	8	0	9	0	0	0	0	1	0	1	36
Hope College	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Madonna Coll.	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
Marygrove Coll.	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
Michigan State	1	0	0	0	0	0	1	0	0	0	1	1	0	2	0	0	0	0	1	0	1	4
Nazareth Coll.	0	0	0	0	1	0	1	0	0	0	0	1	0	1	0	0	0	0	0	0	0	2
Northern MI	0	0	0	0	2	0	2	0	0	0	0	0	0	0	0	0	0	0	1	0	1	3
Oakland Univ.	1	0	0	0	3	0	4	0	0	0	4	5	0	9	0	0	0	0	0	0	0	13
Univ. of Detroit	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Univ. of Michigan	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
Wayne State	0	0	0	0	4	0	4	0	0	0	1	0	0	1	0	0	0	0	0	0	0	5
Western MI	0	0	0	0	22	0	22	0	0	0	0	11	0	11	0	0	0	1	0	0	1	34
TOTALS	**7**	**0**	**0**	**15**	**105**	**0**	**127**	**5**	**0**	**0**	**11**	**73**	**0**	**89**	**1**	**0**	**0**	**2**	**6**	**0**	**9**	**225**

TABLE 12-g
TEACHER APPROVALS, 1986-87

CODES / COLLEGES	TEMPORARY							EMERGENCY TEMPORARY							CONTINUING TEMPORARY							COLLEGE TOTALS
	110	120	130	140	150	180	TOTALS	110	120	130	140	150	180	TOTALS	110	120	130	140	150	180	TOTALS	
Andrews Univ.	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
Calvin College	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Central MI	16	0	0	8	31	0	55	0	0	0	1	0	0	1	0	0	0	3	24	0	27	83
Eastern MI	6	0	0	5	37	0	48	0	0	0	0	1	0	1	0	0	0	4	24	0	28	77
Grand Valley	2	0	0	0	7	0	9	0	0	0	1	7	0	8	0	0	0	0	3	0	3	20
Hope College	0	0	0	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	1
Madonna Coll.	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
Marygrove Coll.	0	0	0	0	3	0	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3
Michigan State	0	0	0	2	6	0	8	0	0	0	2	1	0	3	0	0	0	1	1	0	2	13
Nazareth Coll.	0	0	0	0	6	0	6	0	0	0	0	0	0	0	0	0	0	0	2	0	2	8
Northern MI	0	0	0	0	8	0	8	0	0	0	0	3	0	3	0	0	0	1	4	0	5	16
Oakland Univ.	0	0	0	2	9	0	11	0	0	0	0	2	0	2	0	0	0	1	2	0	3	16
Univ. of Detroit	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Univ. of Michigan	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Wayne State	0	0	0	1	5	0	6	0	0	0	0	0	0	0	0	0	0	0	1	0	1	7
Western MI	1	0	0	4	33	0	38	0	0	0	4	3	0	7	0	0	0	0	14	0	14	59
TOTALS	**25**	**0**	**0**	**22**	**147**	**0**	**194**	**0**	**0**	**0**	**8**	**18**	**0**	**26**	**0**	**0**	**0**	**10**	**75**	**0**	**85**	**305**

TABLE 12-h
TEACHER APPROVALS, 1987-88

COLLEGES	TEMPORARY												CONTINUING TEMPORARY											
	110	120	130	140	150	160	170	180	191	192	193	Total	110	120	130	140	150	160	170	180	191	192	193	Total
Calvin College	0	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Central MI	11	0	0	9	31	0	0	0	6	0	0	57	0	0	0	4	28	0	0	0	3	0	0	35
Eastern MI	4	0	0	14	52	0	0	1	5	0	0	76	0	1	0	3	39	0	0	0	0	0	0	43
Grand Valley	0	0	0	1	22	0	0	0	1	0	0	24	0	0	0	0	5	0	0	0	1	0	0	6
Hope College	0	0	0	0	2	0	0	0	0	0	0	2	0	0	0	0	1	0	0	0	0	0	0	1
Madonna Coll.	0	0	0	1	2	0	0	0	0	0	0	3	0	0	0	0	0	0	0	0	0	0	0	0
Marygrove Coll.	0	0	0	0	5	0	0	0	0	0	0	5	0	0	0	0	1	0	0	0	0	0	0	1
Michigan State	2	0	1	1	0	0	0	0	1	0	0	5	0	0	0	2	2	0	0	0	0	0	0	4
Nazareth Coll.	0	0	0	0	8	0	0	0	2	0	0	10	0	0	0	0	3	0	0	0	0	0	0	3
Northern MI	0	0	0	0	19	0	0	0	2	0	0	21	0	0	0	0	7	0	0	0	0	0	0	7
Oakland Univ.	0	0	0	2	7	0	0	0	0	0	0	9	0	0	0	0	5	0	0	0	0	0	8	13
Univ. of Detroit	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Wayne State	0	0	0	2	6	0	0	0	0	0	0	8	0	0	0	0	0	0	0	0	0	0	0	0
Western MI	2	0	0	3	26	0	0	0	1	0	8	40	0	0	0	0	24	0	0	0	0	0	9	33
TOTALS	19	0	2	33	180	0	0	1	18	0	8	261	0	1	0	9	115	0	0	0	4	0	17	146

TABLE 12-h
TEACHER APPROVALS, 1987-88
(continued)

COLLEGES	EMERGENCY TEMPORARY 110	120	130	140	150	160	170	180	191	192	193	Total	COLLEGE TOTALS
Calvin College	0	0	0	0	1	0	0	0	0	0	0	1	2
Central MI	0	0	0	6	1	0	0	0	0	0	0	7	99
Eastern MI	0	0	3	3	7	0	0	0	1	0	0	14	133
Grand Valley	0	0	0	1	8	0	0	0	0	0	0	9	39
Hope College	0	0	0	0	0	0	0	0	0	0	0	0	3
Madonna Coll.	0	0	0	0	8	0	0	0	0	0	0	8	11
Marygrove Coll.	0	0	0	0	0	0	0	0	0	0	0	0	6
Michigan State	0	0	0	0	2	0	1	0	1	0	0	4	13
Nazareth Coll.	0	0	0	0	1	0	0	0	0	0	0	1	14
Northern MI	0	0	0	0	7	0	0	0	2	0	0	9	37
Oakland Univ.	0	0	0	0	5	0	0	0	3	0	60	68	90
Univ. of Detroit	0	0	0	0	0	0	0	0	0	0	0	0	0
Wayne State	0	0	0	0	0	0	0	0	0	0	0	0	8
Western MI	0	0	0	3	0	0	0	0	0	0	6	9	82
TOTALS	**0**	**0**	**3**	**13**	**40**	**0**	**1**	**0**	**7**	**0**	**66**	**130**	**537**

TABLE 12-i
TEACHER APPROVALS, 1988-89

COLLEGES	TEMPORARY													CONTINUING TEMPORARY											
	110	120	130	140	150	160	170	180	191	192	193	194	Total	110	120	130	140	150	160	170	180	191	192	193	194	Total
Calvin College	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1
Central MI	5	0	1	14	13	0	0	0	6	0	0	0	39	0	0	0	10	30	0	0	0	7	0	0	0	47
Eastern MI	5	0	0	5	55	0	0	3	2	0	0	1	71	0	1	3	11	54	0	0	0	2	0	0	0	71
Grand Valley	2	0	0	1	12	0	0	0	6	0	0	0	21	0	0	0	1	9	0	0	0	1	0	0	0	11
Hope College	0	0	0	1	3	0	0	0	0	0	0	0	4	0	0	0	0	1	0	0	0	0	0	0	0	1
Madonna Coll.	0	0	0	0	0	0	0	0	1	0	0	0	1	0	0	0	0	6	0	0	0	0	0	0	0	6
Marygrove Coll.	0	0	0	1	6	0	0	0	0	0	0	0	7	0	0	0	0	2	0	0	0	0	0	0	0	2
Michigan State	0	0	0	0	1	0	0	0	0	0	0	0	1	0	0	0	3	4	0	1	0	0	0	0	0	8
Nazareth Coll.	0	0	0	0	9	0	0	0	0	0	0	0	9	0	0	0	0	5	0	0	0	0	0	0	0	5
Northern MI	0	0	0	0	8	0	0	0	2	1	0	0	11	0	0	0	0	18	0	0	0	3	0	0	0	21
Oakland Univ.	0	0	0	1	7	0	0	0	0	0	2	0	10	0	0	0	1	8	0	0	0	1	0	19	0	29
Univ. of Detroit	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Wayne State	2	0	0	2	2	0	0	1	3	0	0	0	10	0	0	0	2	1	0	0	0	0	0	0	0	3
Western MI	2	0	0	1	19	0	0	0	4	0	0	0	26	0	0	0	3	27	0	0	0	1	0	11	0	42
TOTALS	**16**	**0**	**1**	**26**	**135**	**0**	**0**	**4**	**24**	**1**	**2**	**1**	**228**	**0**	**1**	**3**	**31**	**166**	**0**	**1**	**0**	**15**	**0**	**30**	**0**	**229**

TABLE 12-i
TEACHER APPROVALS, 1988-89
(continued)

COLLEGES	EMERGENCY TEMPORARY													COLLEGE TOTALS
	110	120	130	140	150	160	170	180	191	192	193	194	Total	
Calvin College	0	0	0	0	0	0	0	0	0	0	0	0	0	1
Central MI	0	1	0	7	3	0	0	0	0	0	0	1	12	98
Eastern MI	0	0	0	5	5	0	0	0	0	0	1	2	13	155
Grand Valley	0	0	0	3	9	0	0	0	10	0	0	0	22	54
Hope College	0	0	0	0	0	0	0	0	0	0	0	2	2	7
Madonna Coll.	0	0	0	0	6	0	0	0	0	0	0	0	6	13
Marygrove Coll.	0	0	0	1	0	0	0	0	0	0	0	0	1	10
Michigan State	0	0	0	4	4	0	0	0	3	0	0	0	11	20
Nazareth Coll.	0	0	0	0	2	0	0	0	0	0	0	0	2	16
Northern MI	0	0	0	0	11	0	0	0	2	0	0	0	13	45
Oakland Univ.	0	0	0	0	5	0	0	0	4	0	12	0	21	60
Univ. of Detroit	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Wayne State	0	0	0	0	2	0	0	0	0	0	0	0	2	15
Western MI	0	0	0	2	0	0	0	0	0	0	13	1	16	84
TOTALS	0	1	0	22	47	0	0	0	19	0	26	6	121	578

TABLE 13
TEACHER CONSULTANT APPROVALS
1980-1989

APPROVAL CATAGORY	SCHOOL YEAR 1980-81	1981-82	1982-83	1983-84	1984-85	1985-86	1986-87	1987-88	1988-89	TOTALS
Mentally Imp. (210)	259	194	216	147	149	177	839	81	71	2,133
Emotionally Imp. (220)	203	183	165	159	137	177	683	82	89	1,878
Learning Dis. (230)	269	248	262	183	190	238	591	86	128	2,195
Hearing Imp. (240)	45	35	23	25	14	14	74	1	20	251
Visually Imp. (250)	18	18	8	10	2	9	25	6	16	112
P.O.H.I. (260)	57	37	35	28	29	38	103	18	15	360
TOTALS	**851**	**715**	**709**	**552**	**521**	**653**	**2,315***	**274**	**339**	**6,929**

* The large number of approvals may be a reflection of the revised special education rules.

TABLE 13-a
TEACHER CONSULTANT EMERGENCY APPROVALS
1980-1989

APPROVAL CATEGORY	SCHOOL YEAR 1980-81	1981-82	1982-83	1983-84	1984-85	1985-86	1986-87	1987-88	1988-89	TOTALS
Mentally Imp. (210)	8	1	3	0	3	2	0	0	0	17
Emotionally Imp. (220)	15	6	3	2	5	3	6	3	0	43
Learning Dis. (230)	14	11	4	2	5	3	3	3	0	45
Hearing Imp. (240)	2	3	0	0	3	2	5	0	0	15
Visually Imp. (250)	4	2	2	2	2	2	3	4	2	23
P.O.H.I. (260)	3	3	2	4	1	4	0	0	0	17
TOTALS	**46**	**26**	**14**	**10**	**19**	**16**	**17**	**10**	**2**	**160**

Section V: Administrative-Supervisory Personnel and Student Count

Administrators and supervisors employed in special education in school year 1988-89 and the number of those employed in school years 1980-81 through 1987-88 still in special education administrative assignments in 1988-89.

Table 14 shows actual counts of special education administrators (Directors --AR, Supervisors --AY) for school year 1988-89. The 488 total reflects an increase of 6 or 1.2% over the previous year's total of 482. The number of female administrators (210 or 43% of total for year) represents an increase over last year's 194. Four hundred and sixty-six of the administrators or 95.5% had Master's degrees or higher.

Table 15 combines the administrator and supervisor counts. It presents administrator counts by year, compares each year totals with previous years, and delineates numbers of those who remained in or left special education administrative assignments. Line A shows 14 or 3.1% less administrators in school year 1983-84 than there were in 1982-83. Line B reflects the degree of administrator turnover: of the 436 employed in 1983-84, 254 or 58.3% were still in special education administrative assignments in 1988-89. Line C depicts a decreasing attrition rate from 47.6% in 1980-81 to 21.7% in 1986-87.

Recommendations for administrator approvals received by Special Education Services from 1980 through 1989 and a comparison of administrative staff with student counts.

Tables 16 and 16-a show numbers of administrators (Directors -AR -330 and Supervisors -AY -340) recommended for full and temporary approvals over a nine-year period: 1980-81 through 1988-89. Wayne State University has recommended the most number for administrator approvals: 282 (temporary) and 184 (full).

TABLE 14
SPECIAL EDUCATION ADMINISTRATIVE PERSONNEL, 1988-89

VARIABLES	PERSONNEL CATEGORIES DIRECTORS AR*	SUPERVISORS AY*	TOTAL
I. SEX			
(a) Female	77	133	210
(b) Male	136	142	278
Totals	**213**	**275**	**488**
II. AGE GROUPS			
(a) 20-30	0	1	1
(b) 31-40	35	63	98
(c) 41-50	108	125	233
(d) 51+	70	86	156
Totals	**213**	**275**	**488**
Mean Age	**48**	**47**	
III. DEGREES COMPLETED			
(a) Bachelor's	8	14	22
(b) Master's	138	215	353
(c) Specialist/ Doctorate	67	46	113
Totals	**213**	**275**	**488**
IV. ASSIGNMENT LEVELS			
(a) All Grades	65	150	215
(b) Pre K-K	1	2	3
(c) Grades 1-8	17	17	34
(d) Grades 9-12	6	20	26
(e) Central Adm.	124	86	210
Totals	**213**	**275**	**488**

* Codes: Teacher Preparation and Certification Services

Interpretation: There were 488 administrators in school year 1988-89: 213 Directors (AR) and 275 Supervisors (AY).

TABLE 15
RETENTION AND ATTRITION OF SPECIAL EDUCATION ADMINISTRATORS 1979-89

	SCHOOL YEAR							
	1980-81	1981-82	1982-83	1983-84	1984-85	1985-86	1986-87	1987-88
A. Administrator Totals by Year	405	441	450	436	437	465	428	482
B. Administrators Still Employed, 1988-89	212	233	242	254	268	303	335	424
% Annual Retention	52.4%	47.2%	53.8%	58.3%	61.3%	65.2%	78.3%	88%
C. Administrators No Longer Employed, 1988-89	193	208	208	182	169	162	93	58
% Annual Attrition	47.6%	52.8%	46.2%	41.7%	38.7%	34.8%	21.7%	12%

Interpretation: The number of administrators has grown every year except for 1983-84 and 1986-87.

TABLE 16
ADMINISTRATOR APPROVALS - FULL
1980-1989

CODES COLLEGES	1980-81 *330 340**	1981-82 330 340	1982-83 330 340	1983-84 330 340	1984-85 330 340	1985-86 330 340	1986-87 330 340	1987-88 330 340	1988-89 330 340
Central MI University	0 2	0 5	0 4	***	- -	- -	- -	- -	- 1
Eastern MI University	6 5	3 3	4 7	2 8	1 2	0 4	8 13	12 17	8 7
Grand Valley State University	0 0	2 1	0 0	0 4	4 5	6 3	6 18	4 25	13 29
Michigan State University	2 11	3 7	0 4	2 7	1 5	0 1	11 14	8 12	12 10
University of Michigan	2 3	0 1	0 1	***	- -	- -	- -	- -	- -
Northern MI University	0 0	0 0	0 1	0 0	1 1	0 0	1 1	0 3	2 1
University of Detroit	- -	- -	- -	****	0 0	0 0	1 2	0 0	0 0
Wayne State University	4 19	3 10	0 4	0 7	2 3	8 0	29 28	16 23	16 12
Western MI University	1 3	2 1	0 1	1 3	4 4	0 3	5 0	2 3	3 4
Out-of-State Colleges	1 0	3 2	0 0	0 1	0 1	0 0	0 2	1 0	0 3
Grandperson	5 8	4 15	5 8	0 0	0 0	0 0	0 0	0 0	0 0
TOTALS	21 51 72	20 45 65	9 30 39	5 30 35	13 21 34	14 11 25	61 78 139	43 84 127	54 67 121

* Directors
** Supervisors
*** Discontinued Administrator Training Program in fall of 1983
**** Initiated Administrator Training Program in fall of 1983

TABLE 16-a
ADMINISTRATOR APPROVALS - TEMPORARY
1980-1989

CODES / COLLEGES	1980-81		1981-82		1982-83		1983-84		1984-85		1985-86		1986-87		1987-88		1988-89	
	*330	340**	330	340	330	340	330	340	330	340	330	340	330	340	330	340	330	340
Central MI University	0	10	0	3	2	2	***		-	-	-	-	-	-	-	-	-	-
Eastern MI University	2	9	5	9	8	14	3	11	2	12	7	9	3	6	8	4	7	3
Grand Valley State University	1	1	0	4	0	3	31	17	7	10	11	20	4	7	5	4	5	7
Michigan State University	4	12	2	8	1	9	1	11	3	3	3	4	3	3	1	2	4	11
University of Michigan	0	0	0	0	0	1	***		-	-	1	-	-	-	1	0	-	-
Northern MI University	3	1	1	3	1	2	0	0	0	0	0	0	0	4	0	2	2	3
University of Detroit	-	-	-	-	-	-	****		0	0	0	1	0	0	0	1	0	1
Wayne State University	7	13	13	17	8	18	14	43	24	36	9	37	5	11	9	5	7	6
Western MI University	2	3	1	5	2	7	1	6	4	8	2	8	1	1	1	0	0	3
Out-of-State Colleges	2	0	0	0	0	0	1	0	0	0	1	0	0	1	1	1	0	2
Grandperson	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTALS	21	49	22	49	22	56	51	88	40	69	34	79	16	33	26	19	25	36
	70		71		78		139		109		113		49		45		61	

* Directors
** Supervisors
*** Discontinued Administrator Training Program in fall of 1983
**** Initiated Administrator Training Program in fall of 1983

SUMMARY

It is obvious that personnel supply and demand depend upon more factors than were presented in this report. Certain limits on time and other resources have precluded the conduct of a more thorough data collection and analysis. Since the primary purpose of this report was to present a compilation of relevant data regarding special education personnel employed in Michigan Public Schools, no recommendations have been formulated.

This document has been compiled by Joseph R. Gómez, Jr., Special Education Consultant, Special Education Services. Questions regarding the contents of this study should be directed to Dr. Gómez at (517) 373-6488.

ATTACHMENTS

ATTACHMENT A

DEFINITION OF TERMS

For the purposes of this report, the following terms were reconciled to assure consistency of meanings across a number of data collection forms. These items, as used in both Special Education Services and Teacher Preparation & Certification Services, are delineated to facilitate data manipulation and analysis. Special Education terms and corresponding coding are used as the primary categories; Teacher Certification terms are combined with the primary categories to which each corresponds.

SPECIAL EDUCATION TERMS USED IN REPORT		CORRESPONDING TEACHER CERTIFICATION TERMS	
1. Mentally Impaired		1. Mentally Handicapped	(SA)
Educable Mentally	(110)	including Trainable	(ST)
Trainable Mentally	(120)		
Severely Mentally	(130)		
2. Emotionally Impaired	(140)	2. Emotionally Disturbed	(SE)
3. Learning Disabled	(150)	3. Learning Disabilities	(SM)
4. Hearing Impaired	(160)	4. Education of the Deaf	(SL)
5. Visually Impaired	(170)	5. Education of the Blind	(SK)
6. Physically & Other-wise Health Impaired	(180)	6. Orthopedically Handicapped	(SC)
7. Severely Multiply Imp.	(190)	7. ---	
8. Phys. Ed. for Handicapped	(191)	8. ---	
9. Speech & Lang. Imp.	(192)	9. Speech Correction	(SB)
10. Autism	(193)	10. ---	(SV)
11. TC Mentally Impaired	(210)	11. Consultant for Mentally Imp.	(SU)
12. Homebound/Hospitalized	(280)	12. Teacher of Homebound	(SH)
13. TC Phys. & Other H.I.	(260)	13. TC for Physically Impaired	(SI)
14. School Psychologist		14. Diagnostician	(SF)
15. Social Worker		15. School Social Worker	(SD)
16. Director of Special Ed.		16. Special Education Director	(AR)
17. Supervisor of Special Ed.		17. Supervisor, Special Education	(AY)
18. Occ./Phys. Therapists		18. Occ./Phys. Therapist	(NU)

NOTE: In determining personnel configurations, teacher consultants not specifically indicated were included with relating certification areas, i.e., teacher consultants for learning disabled are counted with teachers for the learning disabled (150/SM).

TEACHER PREPARATION & CERTIFICATION SERVICES ALPHA CODES

Administration

AA--Superintendent, General
AB--Assistant Superintendent, General
AC--Admin. of Finance or Business
AD--Admin. of Instruction
AE--Admin. of Plan & Facilities
AF--Admin. of Employed Personnel
AG--Admin. of Research
AH--Principal, Secondary
AI--Principal, Elementary
AJ--Asst. Principal, Secondary
AK--Asst. Principal, Elementary
AL--Consultant, Subject Area
AM--Consultant, Elementary
AN--Consultant, Secondary
AO--Coordinator, Subject Area
AP--Supervisor, Secondary
AQ--Supervisor, Secondary
AR--Special Education Director
AS--Consultant, State and Federal Programs
AT--Community School Director
AU--Director, Vocational Education
AV--Director, Data Processing
AW--Director, Transportation
AX--Director, Continuing or Audit Education
AY--Supervisor, Special Education

Miscellaneous

NC--Driver and Safety Education
ND--Library Science
NE--Elementary Grades
NJ--Environmental Studies
NM--Junior High Grades
NT--Counselor
NU--Occupational/Physical Therapists
NV--Media Specialist
NX--Other
NY--School Nurse
NZ--Sex Education

Special Education

SA--Mentally Handicapped
SB--Speech Correction
SC--Orthopedically Handicapped
SE--School Social Worker
SF--Diagnostician
SG--Psychologist
SH--Teacher of Homebound
SI--Teacher Consultant for Physically Impaired
SK--Education of the Blind
SL--Education of the Deaf
SM--Learning Disabilities
ST--Teacher of Trainable
SU--Consultant for Mentally Handicapped
SV--Teacher of the Autistic

REGIONAL PLANNING CONSULTANT ASSIGNMENT BY REGION

10/88

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